

LOCAL LENS ON MANUFACTURING

SURVEY OBSERVATIONS 2015



Your Workforce. Our Future.

49 manufacturing-related firms in Bruce, Grey, Huron and Perth Counties identified their workforce needs in this year's EmployerOne survey. Manufacturing businesses are key to our rural economy. This report summarizes the results from manufacturing, 17% of all survey responses.

SURVEY KEY FINDINGS

Manufacturing employers are facing challenges finding enough job applicants that meet skills and work experience requirements

90% of employers hired in 2014 and 55% had hard-to-fill positions
497 full-time positions were filled in 2014. 382 of those positions were production workers

58% plan to hire in 2015



MANUFACTURING SECTOR PROFILE



Survey Respondents

Four County Region Workforce

44%
employ fewer than 25 people

22% are growth companies

3% of employees are temporary

14% of employees are under 25

29%
employ 100+ people

36% are established companies

95% of employees are full-time

22% of employees are over 55

RECRUITMENT

Top Recruitment Methods

Positions Filled in 2014

- 1 Word-of-mouth
- 2 Online job boards/postings
- 3 Newspaper ads



Administration & Clerical
Production Worker
CNC Operator
Millwright & Machinist
Engineer & Labourer
Sales & Marketing

HIRING TRENDS

How Many?

How?

36 employers filled 703 positions



Employers usually recruit for local talent, but sometimes look outside the Four County region.

RETENTION CHALLENGES

Who Separated?

Reason for Separation

32 employers experienced

464

separations

331 production workers made up most of the separations, usually due to quits or seasonal work

236

Quit

24

Retired

55

Temporary Layoff

149

Other (e.g. seasonal work)

HARD-TO-FILL JOBS

55%

of employers experienced hard-to-fill jobs

Why?

- 1 Not enough applicants
- 2 Applicants not meeting skills
- 3 Applicants not meeting work experience

80%

of employers supported ongoing training

Top 3 competencies required:

Work Ethic & dependability

Willingness to learn

Self-motivation

51%

of supporting employers funded training

TRAINING

20%

of employers could not.

Top Training challenges:

- Loss of productivity during training time
- Cost
- Relevant training not offered locally
- Distance to travel to facility

EDUCATION

Minimum level of education that companies require for new hires

UNIVERSITY

Engineers and accountants (73%)
Managers and executives (36%)
Technical (60%)

COLLEGE OR TRADE CERTIFICATE

Skilled trades (74%)
Administrative and clerical (60%)
Sales and marketing (70%)

HIGH SCHOOL OR EQUIVALENT

Production occupations (87%)
Service occupations (81%)
Apprentices (55%)

For more information about EmployerOne or to sign up for next year's survey (January 2016), contact the Four County Labour Market Planning Board